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MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

March 5, 1990

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

SUBJ: COUNCIL MEETING

Dear Vice President:

This is to advise you that the next Executive Council Meeting has been scheduled for:

DATE: THURSDAY, MARCH 15, 1990

TIME: 10:00 A.M. - MEETING
12:30 P.M. - LUNCHEON

PLACE: LOCAL 12 - PLUMBERS' UNION HALL
1240 MASSACHUSETTS AVENUE
BOSTON, MASS.

As this meeting is pre-St. Patrick's Day, the Annual luncheon\reception will include the traditional corned beef and cabbage menu.

Please RSVP at your earliest convenience regarding your attendance at the Council Meeting and for the Luncheon/reception which will follow the meeting.

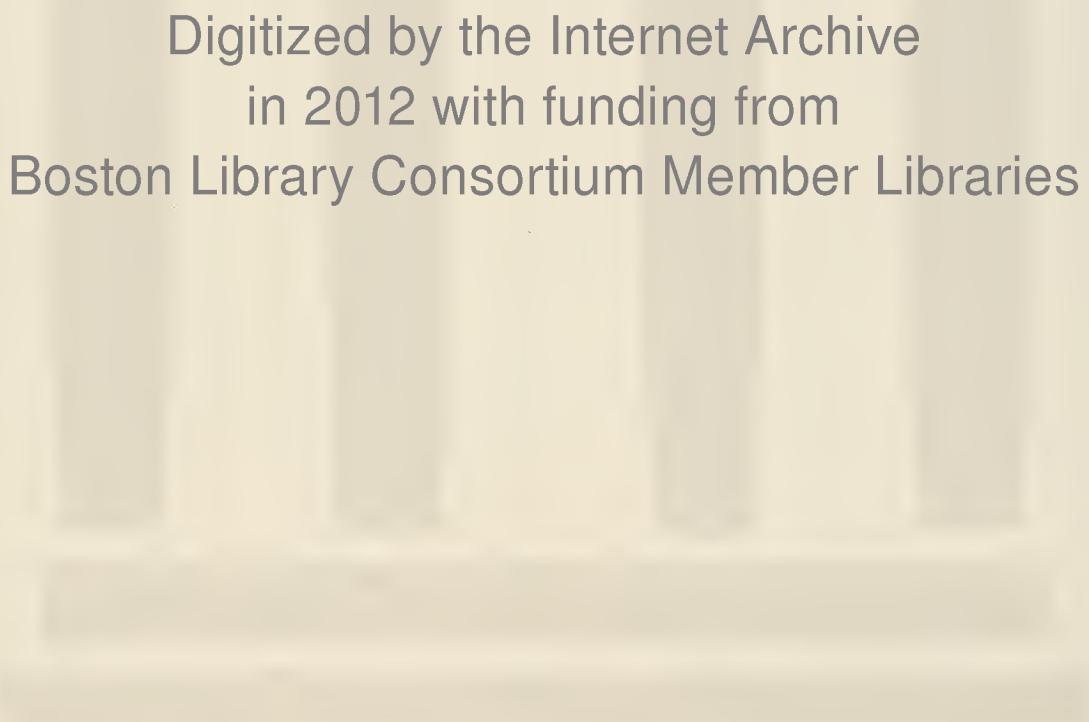
In solidarity,

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - Enclosed please find the Minutes of the February 15, 1990 Council Meeting for your review.

encl.

MASSACHUSETTS / AFL-CIO



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MINUTES

EXECUTIVE COUNCIL MEETING

THURSDAY, FEBRUARY 15, 1990

10:00 A.M. - LOCAL 509 HALL

PRESENT: President Osborn, Secretary-Treasurer Haynes, Executive Vice Presidents Lydon, Faherty and Farmer, Vice Presidents Alman, Cardinal, Dart, Donegan, Joyce, Leahy, LeBlanc, Mills, Mullane, Ollivierre, Phinney, Rodriques, Simmons, Thompson and Williams.

ABSENT: Vice Presidents Abdow (ub), Burke (ub); Butler (ub), Chigas, Chirillo (ub), Ciejka (ub), Collins (ub), Conley, Dimitropolis (vac), DeRosa, Devlin (ub), Ferris, Foley (ub), Irvin, Kerr (ub), Mahar, McDevitt (ill), Romano (ub) and Walsh.

The meeting was opened with a Prayer by Vice President Phinney.

V.P. Joyce requested a correction in the January 18, 1990 Minutes in that it had been recorded that both the Greater Boston Central Labor Council and the Women's Institute for Leadership Development (WILD) would be moving their office location to the offices of the Painters District Council #35 and that it should have been recorded that only the Greater Boston Central Labor Council would be moving to the offices of Painters District Council #35.

MMS to accept the Minutes of the January 18, 1990 Council meeting with the above correction so noted. So voted.

At this time, President Osborn introduced Region 8 Director, Frank Myers to address the Vice Presidents on Worker's Memorial Day and the Central Labor Council training programs which would assist the Central Labor Councils in becoming more active. The President noted the CLC's have the capacity but not the resources and that such special programs would be helpful.

Director Myers reported that Saturday, April 28 will be Workers Memorial Day and that the National AFL-CIO would be focusing on 6 or 7 cities and in this region the Maine State Federation and the Connecticut State Federation would be targetted and that other State Federations are encouraged to plan their own activities for this event and that not only health and safety problems would be highlighted but also the planned program of reforming OSHA. He also noted the AFL-CIO had not finalized their legislative position on OSHA reform but noted public awareness of such reform is being planned. He urged the support and assistance of the Vice Presidents in the Workers Memorial Day events. The Director also announced a new program to provide assistance to the Central Labor Councils which will become an important part of the structure of the AFL-CIO and that a handbook has been prepared but it was felt it was not enough so one day training seminars for selected Central Labor Councils would be forthcoming. He noted that he and members of his staff would be running these revitalization programs and that only the Central Labor Councils

that want to participate would be involved in them. He further advised that the No. East Connecticut CLC was scheduled for March 3, the Waterville, Maine CLC for March 14, the Berkshire CLC for April 7 and the Brockton CLC for April 21. Director Myers further noted this would be a long term program to broaden CLC participation and to develop effective programs and that quality not quantity was the goal. He noted the program agenda would include planning events, holding successful council meetings, effective lobbying, planning for new events and motivating volunteers. Director Myers also reported that the Vice Presidents might have heard the National AFL-CIO would be taking a position on the abortion question at the AFL-CIO Convention in Florida and advised that this was not so. He also reported that as the result of resolutions filed on this issue at the last convention a study committee chaired by UFCW International President Wynn had been appointed to study the issue and make a report and that this issue would not be acted on in Florida at the Convention. He also noted that President of the Mass. Building Trades Council, Leo Purcell, had been selected as an election observer to oversee the elections in Nicaragua. Director Myers further noted that a meeting of Union Organizers was being planned for the end of April with NLRB Regional Director Rosemary Pye and Richard Benzinger, Director of the AFL-CIO Organizing Institute participating. He informed the Vice Presidents to contact him if organizers from their respective organizations would like to participate. He noted the meeting was scheduled for April 30 from 9:30 A.M. to 1:00 P.M.

At this time V.P. Phinney spoke on the pro-choice - right to life issue and reported that the UFCW had polled its Presidents and that the results of such polling, according to the pollster, was 70% were in favor of pro choice. He further informed the Council members that he had made it clear to his International Union President that he felt this was not a labor, union, or AFL-CIO issue.

Director Myers advised that the prevailing mood was to stay away from any position on this matter.

President Osborn commented that he hoped the National AFL-CIO would think twice before taking a position and he further reported that he has been inundated with telephone calls and letters from members and non-members alike, requesting the AFL-CIO not become involved in this issue. He noted it would be a very divisive issue.

V.P. Alman commented that putting personal feelings and beliefs aside, he reported every poll being taken has indicated that between 70-75% of the people feel they should have a choice and further noted it would be a mistake not to take a position.

V.P. Mills commented that the issue was also an equal rights issue. She further noted the changes in feelings of her Executive Board over the years, going from not being an advocate for taking a position to now having the same Exec. Board vote to

take a position that it should be an individual's responsibility to make the decision. She noted she felt this was a reflection of people not wanting government to interfere with personal rights. She also reported that pro-choice is not pro-abortion and that the AFL-CIO by not taking a position is going to be seen as having taken an anti-choice position.

President Osborn commented that this was a very complex issue and that the letters he was receiving say it is an individual issue and that unions should not get involved.

Exec. V.P. Farmer commented this was not a labor issue and that labor unions are getting involved in too many non-labor issues.

On the Central Labor Council enhancement programs, President Osborn noted he was appreciative that these were taking place and noted the CLC's are the grassroots.

Discussion took place on the vertical structure of the State AFL-CIO, National AFL-CIO and the Central Labor Councils.

V.P. Thompson inquired of Director Myers the position of the National AFL-CIO on the Moynihan Social Security rollback proposal.

Director Myers responded that the AFL-CIO supports Moynihan's concept of reducing Social Security but that the implementation should be postponed until a surplus has been reached.

President Osborn thanked Director Myers for addressing the Council Meeting.

PRESIDENT'S REPORT:

President Osborn reported attending a meeting of the Statewide Conference of the International Association of Firefighters and noted V.P. Mullane had also attended. He further noted the purpose of his presentation to the IAFF was to bring information regarding the AFL-CIO/TEAM referendum campaign and noted that at this meeting it was voted by the IAFF to put up money to promote this referenda fight.

The President reported attending an informal party held for Jim Mulloney, B.M., of Local 1505, IBEW who was retiring after 24 years and that over 400 people had attended. He announced Brother Mulloney had shown strong leadership to that Local and that Joseph Kelleher had been appointed Business Manager and advised the Council looks forward to supporting that Local in the future. He further noted that V.P. Leahy was also the President of Local 1505.

President Osborn reported on meetings with the TEAM Executive Board; Jim Green, from the U-Mass Labor Studies Program regarding communicating throughout the New England area; candidate for State Treasurer Richard Kraus, which the President reported that he felt he was a highly intelligent viable candidate, but had no

money; on attending a legislative breakfast sponsored by the Norfolk Central Labor Council which was well attended and complimented V.P. Cardinal for its success; on meeting with Bob McDermott, from Dorchester regarding his starting up a labor newspaper and on his involvement with the Dorchester Parade; on meeting with Brian McCarthy, from the Carpenter's Union, who was successful in his bid for Waltham City Councilor and that Brother McCarthy was now considering a race for the Senate. On this issue, President Osborn informed the Council that other Democrats were in the race and we would be going to the Greater Boston Central Labor Council for endorsement the day after the Primary.

The President reported on meetings with representatives of the Massachusetts Teachers Association regarding the caucuses, uncommitted slates and delegates for the upcoming Democratic Convention.

President Osborn advised attending a breakfast meeting with the Governor regarding the Governor's tax package and noted that it was his feeling (Pres. Osborn) that any plan the Governor comes up with will not be accepted.

He further reported that the first meeting of the newly created Environmental Committee had been held, well attended and that the activism of the 90's would be around such issues.

President Osborn further reported on a meeting held with Joseph Mullens, a candidate for the Mass. Senate; on bringing the opening welcoming remarks to the Secretary-Treasurer's Conference; he complimented Secretary-Treasurer Haynes for a well attended, well run conference.

The President advised meeting with Michael Festa candidate for the Senate who would be running against Senator Brennan; on meeting with Representative William Galvin, candidate for State Treasurer; on meeting with Attorney General James Shannon with the Secretary-Treasurer and on attending a reception for Business Week Magazine.

President Osborn also reported on attending a legislative breakfast sponsored by the Pioneer Valley Central Labor Council and noted that over 150 had attended and that V.P. Thompson had done a great job to make it a success; on meeting with Dick Whitney of Frank Myers' Staff regarding reception arrangements during the upcoming Democratic Convention to be held in Springfield; on attending a Local 509 SEIU union membership meeting regarding support for the Mass. AFL-CIO/TEAM referenda campaign and that it was voted at this meeting to financially back the drive.

The President also made note of calling together a meeting of the Referenda Steering Committee and reported that the signatures had been obtained; money is being raised and that now the Steering Committee is in place and noted that he would be reaching out to

other Unions for support and assistance and reported that this campaign will be the life or death of the Public Employees and that this is the same as Question #2 was for the Building Trades. He further reported on meeting with the Commissioner of Labor and Industries, Jim Snow regarding short staffing and budgetary problems with his Department.

President Osborn advised on the possibility of having a video put together to be used during the Gompers, Murray, Meany Educational Institute to be put out through COPE and that Evie Frank and Barbara Linsky would be involved in doing it; on attending a membership meeting with Secretary-Treasurer Haynes with Local 103, IBEW and noted that Local had elected 50 delegates to the Democratic Convention and were still counting and that they had put together a "zip code" committee that identifies members in various geographic areas that helped the Local identify members to run at the various caucuses. He noted they are doing a great grassroots job.

At this time President Osborn reported to the Council members a major issue that would be coming up regarding the Park Plaza Hotel and the striking Machinists Union. He advised meeting with two representatives from the Machinists Union in that the National Safety Conference is planning to come to Boston to hold a conference at the Boston Park Plaza Hotel and the question being asked of him as President is that should they go there. He further advised that he suggested to the Machinists that they make a decision and take a position of what they want the Massachusetts AFL-CIO to do. He further reported that one representative of the Machinists felt if we pulled out of the Park Plaza it would send out a wrong message and one felt it has been a long, hard year and much had been accomplished by and for the strikers. President Osborn commented that he felt this was a very serious subject and that all parties were attempting to work it out. He also noted the Mass. AFL-CIO Convention is scheduled for October at the Park Plaza. President Osborn informed the Council that he would keep the members updated on discussions with the Machinists on the use of the Park Plaza Hotel.

The President reported on ongoing meetings being held by the Mass. AFL-CIO Workers Compensation Committee; of good participation by the members and that one of the main goals of this very active committee is to protect what we had put into the reform. He further noted that on the Workers Advisory Council two groups, the lawyers and the insurance companies, are trying to stop the reform and are trying to block everything labor is attempting to accomplish. He noted there will be a Workers Compensation conference on March 20th to be held at U-Mass. Boston and urged the support and participation in this event by the Vice Presidents.

President Osborn noted that he had met with Joseph Malone, Republican candidate for State Treasurer and noted that he felt he has a good chance at election whereas he is running unopposed in the Republican Party. He also reported that he was assured by

Mr. Malone that he was not with S. Tocco or Barbara Anderson and would not get involved with them. He further noted that the Massachusetts AFL-CIO would continue its policy of meeting with all candidates who want to meet with us.

On the Democratic Party Caucuses, President Osborn reported on the major efforts and participation of the COPE department and that as a result unions came out in force; that first count is showing 500 labor delegates have been elected and with numbers still coming in it is projected we would end up with 650 labor delegates and 100 labor alternates of which 450 will be uncommitted labor delegates and that many alternates could possibly become delegates by the time of the Convention. The President noted that there would be approximately 1,200 to 1,300 uncommitted delegates at the convention. He reported that through the efforts of Organized Labor, thousands of members showed up at the caucuses with their families and noted that Labor had also participated in the Republican Party Caucuses.

President Osborn announced the Massachusetts AFL-CIO Legislative Conference was scheduled for March 9th at Local 12, Plumbers Union Hall and that Legislative Director Foley and others would be participating in the Program. He also announced that the Machinists Union would be holding a one year anniversary of the strike rally at the Eastern Terminal at Logan Airport, beginning at 1:00 P.M. on Sunday, March 4; that a Workers Compensation Seminar, sponsored by the Mass. AFL-CIO is being planned for U-Mass., Boston Campus on March 20; President Osborn urged participation from the Vice Presidents on each of these planned events.

At this time V.P. Mullane commented on the Senator Brennan senate seat race and noted that the Senator had defeated IAFF cancer legislation.

V.P. LeBlanc inquired as to whether the MTA delegates were counted into the delegates to the Democratic Convention that President Osborn reported and the President replied that they were not part of his reported tally but noted that it has been reported that the MTA had elected between 250-300 delegates. Discussion took place on the MTA being part of AFL-CIO Public Employee Coalition. He also noted that for the caucuses the Mass. AFL-CIO had our own program and that the MTA did their own and he also reported that he has had ongoing conversations with the new MTA President and that they have a working relationship.

At this time, V.P. Cardinal gave an overview of the Democratic Caucus he participated in in the Town of Dedham and with the results being that many labor people went with Bellotti. He also noted the job in front of labor in the Town of Dedham would be to have Independents come back into the Democratic Party and that he was directly involved in putting together a Quality of Working Life Committee with other union members in the Town. He also reported to the Council members on the use of Continental and Eastern Airlines by various travel agencies and forewarned the

members of this practice.

President Osborn reported on having heard rumors that the MTA had in fact switched their support to a Gubernatorial candidate and advised the council that as of February 14th (yesterday) that President Bacon has said this was untrue and only a rumor.

Exec. V.P. Faherty advised that if a person originally registered as an Independent and voted in the Democratic Primary they would remain as a Democrat for the caucuses next year.

At this time V.P. Mills thanked President Osborn for chairing and calling for a meeting of the public employee union leadership to discuss Health and Welfare programs.

The President advised on participating as a panelist with Representative Nelson Merced on a program with the Citizens Action Committee.

At this time V.P. Donegan publicly commented on the high visibility and hard work of Mass. AFL-CIO Statewide Labor Liaison Earle Bengtson and on the great job he was doing on behalf of the Mass. AFL-CIO and United Way.

President Osborn commented that Brother Bengtson had certain problems due to the fact that part of his duties were to sign up public employees for United Way and that due to many cutbacks, layoffs and the fiscal crisis affecting the public sector this was a major obstacle.

MMS to accept the Report of the President. So voted.

At this time President Osborn introduced Robert Spinney, Financial Secretary of Local 17, Sheetmetal Workers, who is the Chair of the Massachusetts AFL-CIO Health and Safety Committee to report on the upcoming Worker's Memorial Day.

Chairman Spinney informed the Council meeting that the University of Massachusetts has offered to sponsor a Health and Safety Conference in the Spring, possibly in the month of May and that this was presently in the discussion stages with a tentative agenda being drawn up. He noted this conference would be co-sponsored by the Mass. AFL-CIO and held in the central part of the state. He advised the Council he would keep everyone informed.

On the Workers Memorial Day which has been set Nationwide for Saturday April 27 he notified the Vice Presidents that discussions have taken on whether to observe that day on Friday, the 26th instead of Saturday the 27th with the prime reason being which day would attract the most participants. He noted this was still under discussion and solicited the suggestions from the Exec. Council on this matter. Brother Spinney reported the theme for this day would be Right to Know - Right to Act - Right to Refuse. He reported that it was the consensus of the Health and

Safety Committee that the actions of the day should evolve around the media and be activity oriented with possibly having survivors, family members of victims, etc. participate and to make the connection between health and safety accidents with OSHA and also a segment on occupational diseases and their long-term effects.

President Osborn informed Chairman Spinney that he would be discussing with him the decisions on the events for Workers Memorial Day.

Exec. V.P. Farmer advised that last year's events were well attended due to the amount of construction workers working in downtown Boston who had access to the event and suggested that due to construction in Boston being down, this would possibly reduce the participation.

V.P. Mullane advised the Council meeting that the IAFF is involved in Health and Safety issues with the City of Boston and Transportation Secretariat regarding the Third Harbor Tunnel and suggested that the IAFF share the information with Chair Spinney and the Committee.

Discussion took place regarding the numbers of injuries and deaths that are being anticipated to take place during the construction of the Third Harbor Tunnel and the various sources from which this data is coming from and how its being arrived at.

Brother Spinney advised that \$400,000 in grant money was being established regarding accidents.

V.P. Cardinal suggested grants such as the IAB grant, that in the future the Mass. AFL-CIO should attempt to get a grant for Health and Safety issues.

President Osborn commented he would be discussing this with the Chairman and the committee.

V.P. Mills advised that her Local Union has begun Health and Safety committees through the jurisdiction and was trying to up the visibility of these issues and noted that for Worker's Memorial Day her organization could plan events around workplace issues at the worksites and not actually bringing out the numbers to participate in a downtown event. She felt the numbers as in the past to turn out would be from the Building Trades Unions not from the public sector.

Discussion took place regarding the question of which date would be used, time frame for media coverage, participation, on the projection of injuries and death and public reaction to these figures, impact of public reaction to same.

At this time, President Osborn complimented and thanked Brother Spinney as the Chair of the Health and Safety Committee, for his hard work and requested that he submit further information for

discussion and action at the next Council meeting. Chair Spinney suggested the deliberations should be coming to a close and that he would be getting back to President Osborn.

Discussion took place around the issue of the recent death of a Sheetmetal worker on a construction site.

At this time President Osborn referred to the recommendations of the Executive Officers and recommended one additional item be added to their report. He further informed the Vice Presidents that no dues have been received from HERE, Local #26 and that the Executive Officers have recommended that the Council notify Local 26 that suspension proceedings will be taking place.

V.P. Dart inquired as to if this was the regular course of business by the Council.

President Osborn responded that this in fact had been done before.

V.P. Dart suggested that if the Council disciplines it should be under the Constitution.

Discussion took place regarding Local 26's bringing public embarrassment to the Council and that the Council will again give Local 26 the opportunity to appear before the Executive Officers.

V.P. Joyce informed the Council members that this was the second time Local 26 had reduced their per capita number of members when they get disgruntled.

V.P. Mills suggested the Council should emphasize Local 26's behavior more and the less the Council should emphasize the per capita issue.

V.P. Alman suggested running this matter before the Council's General Counsel.

President Osborn suggested this would be done.

MMS to accept the Recommendations of the Executive Officers with the addition being that the Mass. AFL-CIO notify Local 26 that suspension proceeds will be taken place. So voted.

V.P. Leahy suggested time limits be added on for the above.

President Osborn so noted.

SECRETARY-TREASURER'S REPORT:

Secretary-Treasurer Haynes gave the regular monthly Financial Report of the Massachusetts AFL-CIO as was presented in writing.

He reported on attending the MIT - Panel of the 1990's with Joseph Nigro, G.A. of the Boston Building Trades and reported

that over 300 business people had attended and that the discussions that took place were disheartening to Labor.

Sec.Treas. Haynes reported attending the Legislative breakfast hosted by the Norfolk Central Labor Council at which 50+ Labor people had attended and on representing the Mass. AFL-CIO at the monthly meeting of the Norfolk Central Labor Council to discuss the Democratic Party caucuses.

He further reported on the Secretary-Treasurer's Conference that was held at the Lenox Hotel on January 25 and that it was a great success and that the agenda included banking issues, compensation issues, accounting issues and tax issues and that he was presently in the process of communicating with the conference participants as a follow up and hoped to continue having this conference on a yearly basis.

Secretary-Treasurer reported on attending the dedication ceremonies for the Charles Spillane Shelter sponsored by the Boston Building Trades Council and the Greater Boston Central Labor Council; on attending the membership meeting of Local 103, IBEW and reported on this Local Union's success in electing delegates to the Democratic Convention; on meetings of the Mass. Jobs Council with Exec. V.P. Faherty and V.P. Mills and advised that changes have been made to have the Massachusetts AFL-CIO select the Chairs in the future. On the State Archives Labor Exhibit, Secretary-Treasurer Haynes informed the Vice Presidents that there had been problem with bids put out to have the work done on building the casings for the exhibits and that this was being worked on and that hopefully, in May, the Exhibit will be up and running.

Secretary-Treasurer Haynes reported that approximately 3,500 high school seniors took the Mass. AFL-CIO Scholarship exam and that on February 28 the essay sections of the exam would be corrected with the assistance of the HTUP. He also advised the first notice to all affiliates announcing the upcoming Gompers, Murray, Meany Educational Institute had been mailed out and that one of the topics for the Institute would be the "Changes in the Building Trades - Changes in the Industrial Sector and Changes in the Public Employee Sector".

At this time, President Osborn also advised on attending and speaking at the dedication ceremonies of the Charles Spillane shelter and noted that monies that were raised through the Mass. AFL-CIO Labor of Love Walkathon had been contributed to this shelter.

MMS to accept the Report of the Secretary-Treasurer. So voted.

V.P. LeBlanc inquired about the freezing of the rates for Medex and discussion on this issue took place.

Exec. V.P. Faherty reminded the Vice Presidents of the Boy Scouts Good Scout Award dinner to be held that evening (February 15,

1990) and that Pres. Osborn would be the recipient of this award.

President Osborn reported that as a result of a meeting held with the Chairman of the Housing and Homeless Committee, Tom McIntyre, it has been recommended to not have the Homeless Dinner this Eastertime and to replace this event with concentrating our efforts on the Labor of Labor Walkathon instead, whereby more people in need would be benefited.

Exec. V.P. Farmer informed the Council that due to the untimely passing of Lawrence Sullivan, there has been a vacancy created on the Board of Directors of the Mass. Land Bank and he recommended this position be filled by V.P. Joyce.

MMS to request V.P. Joyce be appointed to this position. Unanimously voted.

At this time, V.P. LeBlanc informed the Executive Council that Bunker Hill Community Colleges provides the Desktop Training.

At this time, V.P. Thompson announced that Congressman Richard Neal of the 2nd Congressional District will have opposition and that an official request for endorsement would be forthcoming and further noted that all of the unions in his area are behind Neal and that this particular district goes over into the No. Worcester CLC jurisdiction of V.P. LeBlanc; he further informed the Council that the Central Labor Council will be making the recommendation for endorsement and would like to get the endorsement as soon as possible.

President Osborn suggested the use of the Special Friends Program for Congressman Neal and that in the past regular endorsements have come in August; sometimes in June and that he would be communicating with the CLC's in the near future to set up meetings.

V.P. LeBlanc informed the Council that his CLC would be meeting within the next month and would bring up the recommendation on Congressman Neal and will then notify the Mass. AFL-CIO.

President Osborn reported the great return received by union solidarity and union backing of candidates and noted Congressman Neal has a great labor voting record and that while he was Mayor of Springfield, he stood with the Union Building Trades against non-union builders.

At this time, V.P. Alman notified the Council members that it has been decided not to merge the Mass. Maritime Academy with Southeastern Mass. University and noted that back in June only he and John Fox, both on the Board of Regents, voted against the merger. He noted they worked against the merger for over six months and the votes were changed to leave the Academy alone and to address its own problems without merging. V.P. Alman advised that Labor must take the credit for the non-prevailing of this merger.

President Osborn congratulated V.P. Alman on his efforts as a member of the Board of Regents and thanked him on behalf of the members of the Council.

MMS to refer the Communications to the Executive Officers. So voted.

MMS to adjourn. So voted.

ROLL CALL

AGENDA
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
FEBRUARY 15, 1990
SEIU LOCAL 509 UNION HALL, DORCHESTER, MA

PRESIDENT'S REPORT
SECRETARY/TREASURER'S REPORT
DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

COMMUNICATIONS

Copy of a letter to Robert Spinney from David Linsky, Campbell & Assoc. thanking him on behalf of the slate on work at Saturday caucus.

Telegram to Pres. Osborn from Richard Gambino, Local 103 congratulating Labor on victory at Democratic caucuses also thanking Rich Rogers for all the help.

From Paul McNally, BM Laborers District Council to Pres. Osborn recommending Robert J. Waddick, Candidate for the vacant Senate Seat in the 5th Middlesex District due to the resignation of Carol Amick.

From Robert McGlotten, Director Dept. of Legislaiton, AFL/CIO to Pres. Osborn advising all state federations to take no action at this time on the UPIU November 1989 solicitation request.

To interested applicants from William Russell, Dept. of Industrial Accidents re: Office of Safety's Occupational Safety and Health Education and Training Program's fiscal Year 1991 Request for Proposals (RFP).

Copy of a letter from Robert McCarthy, Pres., Prof. Firefighters of MA to Fr. Boyle on his displeasure of the recipient of the Cushing Gavin Awards Mr. Arthur Murphy, Esq.

From Mike Festa to Pres. Osborn thanking him for meeting with him to discuss his candidacy for the State Senate.

From William Wilder, Pres. IUE Local 239 to Pres. Osborn informing the Council that Local 239 is on strike.

From Sen. Kerry to Pres. Osborn with a letter sent to the Honorable Edward Kerwinski, Sec. of Veterans Affairs asking for the secretary to discontinue any business involvement with the SS Pierce company until this company can be brought back to the negotiating table.

From Social Democrats, USA regarding their national convention in Washington - March 23-25.

From Samuel Leiken, Mass. Product Development Corp. to Pres. Osborn updating him on MPDC.

Memo from Steve Day, Mass. Workers Comp., Adv. Cl. to Pres. Osborn explaining "Managed Comp.".

To the Honorable Edward Lashman, Sec., Exec. Office of Administration & Finance from Vice Chair Osborn, Mass. Workers' Comp. Adv. Cl. re: Hiring Freeze on DIA Positions.

Memo to Union Education Directors from Ed. Czarnecki, Education Dept., AFL/CIO re: Union Education Directors' Meeting February 21, 1990.

From Jewish Labor Committee regarding the organizing of an intensive, two week seminar in Israel for American trade unionists, especially those involved in human relations and community organizing.

From Rep. Studds to Pres. Osborn thanking him for his views on the rapidly rising home heating oil prices.

Copy of a letter from City Counselor Kelly to Mayor Flynn about his meeting with Ed Doherty of the Boston Teachers Union and Pres. Osborn relative to the collective bargaining agreement that was negotiated.

From Nick DeMartino, AFL/CIO to Pres. Osborn informing him of his resignation from the Labor Institute of Public Affairs.

From Sen. Kennedy to Pres. Osborn thanking him for his letter of concern on the escalation of home heating oil prices.

From Philip Wheeler, Dir. UAW to Pres. Osborn informing him that effective immediately Thomas Harrison has been appointed Sub-Regional Dir. of the Dedham office of Region 9A UAW.

From City Counselor Iannella to Pres. Osborn informing him that the Council voted unanimously to override the Mayor's veto with respect to Docket #1066.

From Kevin Cotter, Plumbers Local 12 to Pres. Osborn regarding the Executive Council of the AFL/CIO will debate and possibly vote on a Pro Choice Resolution.

FINANCIAL REPORT
JANUARY 1990

General Fund	<u>Credits</u>	<u>Debits</u>
Balance 1/190	75136.58	
Receipts - P/C	65969.55	
Receipts - Walkathon	100.00	
Receipts - State of the Union	820.80	
Receipts - Sec./Treas. Conf.	2500.00	
Receipts - M. Roberts Health Ins.	3523.20	
Refund - Zerox	93.45	
Reimb. TEAM mailing	225.00	
Receipts - DET Grant	5260.89	
 Disbursements		111633.27
Balance	41996.20	

Per Capita received on 188,484 members

Disbursements

1. Rent	2500.00
2. Utilities	1358.82
3. Auto Expenses	1448.78
4. Retainter	500.00
5. Printing	800.12
6. Postage	6000.00
7. Health & Dental Ins.	4856.96
8. Life & Disability Ins.	888.78
9. Credit Union	3520.68
10. Frontlash	4512.65
11. Tickets & Donations	365.00
12. Office Supplies & Equip.	1834.38
13. .02¢ P/C - COPE (balance)	60.02
14. Payroll	23262.55
15. Computer Exp.	2686.25
16. American Express	934.93
17. Dues & Subscriptions	604.00
18. Taxes	13336.66
19. Equipment Maint. & Lease	1402.88
20. Pension	16222.00
21. Convention Exp.	145.08
22. Transfer to Money Market	20000.00
23. Workers' Comp. Premium	132.00
24. Meeting Exp.	2235.95
25. Misc.	1059.77
26. Travel Exp.	965.01

111633.27

COPE Account

	<u>Credits</u>	<u>Debits</u>
Balance 1/1/90	42750.31	
Receipts - .02¢ P/C	3774.64	
Receipts - interest	191.42	
Disbursements		10953.79
Balance	35762.58	

	<u>Credits</u>	<u>Debits</u>
<u>Disbursements</u>		
1. Printing	2682.86	
2. Caucus Meeting	2241.28	
3. Caucus Mailing	2000.00	
4. Craig Stepno	750.00	
5. Reimb. for TEAM mailing & labels	364.20	
6. Visors & T-shirts 1989 Convention	<u>4915.45</u>	
		10953.79
<u>Assets</u>		
U.S. Trust Money Market	65478.49	
Israel Bond	1000.00	
Dept. of Labor	400.00	
Petty Cash	<u>300.00</u>	
		67178.49

EXECUTIVE OFFICERS MEETING
JANUARY 4, 1990

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, Faherty and Farmer

MMS to send a \$40 donation to Ceasar Chavez to stop pesticide poisioning. So voted.

MMS to purchase two tickets to a testimonial honoring Michael Walsh on his retirement. So voted.

Request to purchase an ad for the Fifth Annual Rainbow Leadership Banquet in honor of Martin Luther King, Jr. - Tabled.

MMS to purchase 2 tickets for celebration of Martin Luther King celebration sponsored by Mass. AFL/CIO, CLUW and APRI. So voted.

Send regrets to Charlie Marciante, N.J. AFL/CIO to have Pres. Osborn attend and address delegates at their Legislative Conference.

Discussed proposals being considered by the U.S. Congress to impose a new nationwide tax or fee that would increase electric bills - National policy should be considered and it was referred to the Energy Committee.

Discussion on request from Gary Countryman, Liberty Mutual to Pres. Osborn to find a date in Jan. or Feb. to reschedule the canceled Dec. meeting - authorized to participate.

MMS to send Exec. V.P. Faherty to a conference - Energy and Environment in the 21st Century. So voted.

Discussion relative to investigation of Local 26 problem and will seek guidance from Nat'l. union and H.E.R.E.

MMS to check on Local 26 H.E.R.E.'s per capita payments. So voted.

Discussion on request to forgive per capita for duration of the IBEW telephone workers was referred to Pres. Osborn and Sec./Treas. Haynes for further discussion.

MMS to have Ann Weatherhead develop industrial union list and send letter asking for names of union manufacturers. So voted.

Hockey request was referred to local unions.

Executive Officers Meeting
February 1, 1990

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, Faherty and Farmer

MMS to send a \$50.00 donation to Old Colony Hospice in memory of past Pres. and Sec. of the Brockton CLC Oscar R. Pratt. So voted.

MMS to take under advisement the recommendation of Marchie LaGrasta, President of the Brockton CLC for Walter Allen, Jr., from OPEIU Local 6 to be considered for Vice President of the Massachusetts AFL/CIO. So voted.

MMS to purchase two tables for dinner sponsored by Minuteman Cl. of Boy Scouts of America. So voted.

MMS to send \$1000 C/C to Conley for the "AFL/CIO Fairness for Eastern Fund" - Washington, D.C. So voted.

MMS to send Sec./Treas. Haynes to AFL/CIO Annual Education Conference at the Meany Ctr. if available. So voted.

MMS to hold a Legislative Conference March 9, 1990 at the Plumbers Hall. So voted.

MMS to purchase 1/2 Page ad for the Plumbers 100th Anniversary ad book. Same for electricians. So voted.

MMS Regarding memo from John Laughlin on the Desktop Publishing for Union Editors Course offered by the Meany Ctr. to find an alternative course around here. So voted.

Request to purchase tickets for Citizens Actions Predictions for the 1990's - Filed.

Request for support from Evelyn Murphy in her upcoming campaign - Filed.

Request to purchase tickets for the Fifth Annual Rainbow Leadership Banquet or an ad for their program book - Filed.

MMS to invite V.P. Devlin to next Exec. Officers Meeting prior to the next full Exec. Bd. Mtg. on the Journal of the House. So voted.

Discussion on OPEIU/MBTA unions conflict.

MMS to have S./T. Haynes communicate with James Mahoney, OPEIU.



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

January 25, 1990

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL

Dear Vice President:

This is to inform you that the next Executive Council Meeting of the Massachusetts AFL-CIO is scheduled to be held on:

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS
RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOULIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

DATE: THURSDAY, FEBRUARY 15, 1990

TIME: 10:00 A.M. - Meeting
12:30 - Luncheon

PLACE: SEIU - LOCAL 509 - Meeting Hall
5 Howard Johnson Plaza - 6th Floor
Dorchester, Ma.

DIRECTIONS: - Public Transportation - Take T Red Line to Andrew Square Station. Turn right, cross Southampton Street, Walk South on Boston Street to Howard Johnson Hotel Entrance. (6 minute walk)

BY CAR:

From North of Boston: Take Central Artery (Southeast Expressway) south to Exit 16 (Andrew Square). Drive up to Howard Johnson Hotel entrance.

From South of Boston: Take Rte. 3 North to exit 16. Turn left at end of ramp (Southampton Street). Turn left again at end of bridge. Drive up to Hotel entrance.

From West of Boston: Take Mass. Turnpike East to Rte. 3 (Interstate 93) south. Take Exit 16, Andrew Square. Drive up to Howard Johnson Hotel entrance.

PARKING: Free 24 hour attended Parking on south (Boston Street) side of Hotel.

The Minutes of the January 18, 1990 Meeting will be forwarded to you under separate cover. Looking forward to seeing you on February 15th.

In solidarity,

ROBERT J. HAYNES
SECRETARY-Treasurer

MASSACHUSETTS / AFL-CIO



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

February 8, 1990

TO: MASS. AFL-CIO EXECUTIVE COUNCIL MEMBERS
FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

This is to inform you that the next Meeting of the Executive Council is scheduled for:

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW
RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER
GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOULIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

DATE: THURSDAY FEBRUARY 15, 1990

TIME: 10:00 A.M. Meeting
12:30 - Luncheon

PLACE: SEIU - LOCAL 509 - Meeting Hall
5 Howard Johnson Plaza - 6th Floor
Dorchester, Ma.

DIRECTIONS: - Public Transportation - Take T Red Line to Andrew Square Station. Turn right, cross Southampton Street, Walk South on Boston Street to Howard Johnson Hotel Entrance. (6 minute walk)

BY CAR:

From North of Boston: Take Central Artery (Southeast Expressway) south to Exit 16 (Andrew Square). Drive up to Howard Johnson Hotel entrance.

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From West of Boston: Take Mass. Turnpike East to Rte. 3 (Interstate 93) south. Take Exit 16, Andrew Square. Drive up to Howard Johnson Hotel entrance.

PARKING: Free 24 hour attended Parking on south (Boston Street) side of Hotel.

Enclosed please find the Minutes of the January 18, 1990 Executive Council meeting for your review and acceptance.

Looking forward to seeing you on February 15th.

Kindly R.S.V.P. at your earliest convenience.

MASSACHUSETTS / AFL-CIO



MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

February 26, 1990

TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO
EXECUTIVE COUNCIL

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

SUBJ: COUNCIL MEETING

Dear Vice President:

This is to advise you that the next Executive Council Meeting has been scheduled for:

DATE: THURSDAY, MARCH 15, 1990

TIME: 10:00 A.M. - MEETING
12:30 P.M. - LUNCHEON

PLACE: LOCAL 12 - PLUMBERS' UNION HALL
1240 MASSACHUSETTS AVENUE
BOSTON, MASS.

As this meeting is pre-St. Patrick's Day, the Annual luncheon\reception will include the traditional corned beef and cabbage menu.

Please RSVP at your earliest convenience regarding your attendance at the Council Meeting and for the Luncheon/reception which will follow the meeting.

In solidarity,

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - The Minutes of the February 15 Council Meeting will be forwarded to you under separate cover.

MASSACHUSETTS / AFL-CIO

ROLL - CALL - 2.15.90

SEIU-509-HALL

MASSACHUSETTS / AFL-CIO



Voice of Organized Labor 400,000 Strong

PRESIDENT

P ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

P JOSEPH M. LYDON
P JOSEPH C. FAHERTY
P JAMES FARMER

SECRETARY-TREASURER

P ROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW u/B
P RONALD ALMAN
EDWARD F. BURKE JR.
ARTHUR BUTLER u/B
P GIRO J. CARDINAL
LINDA R. CHIGAS
THOMAS CHIRILLO u/B
JANET CIEJKA
EDWARD W. COLLINS JR. u/B
JOHN P. CONLEY
P JOSEPH A. DART
NICHOLAS DIMITROPOLIS VAC
CHARLES DeROSA
PAUL L. DEVLIN u/B
P JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY u/B
WILLIAM F. IRVIN
P JOSEPH W. JOYCE
THOMAS P. KERR u/B
P DONALD J. LEAHY
P DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT u/B
P NANCY MILLS
P A. MICHAEL MULLANE
P HERBERT OLLIVIERRE
P JOHN PHINNEY
P CYNTHIA RODRIQUES
TONY ROMANO u/B
P JOHN F. SIMMONS
DOROTHY THOMAS
P CHARLES E. THOMPSON
BARNEY WALSH
P MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010

Bd. Calls for 2.15.90

Tel calls



MASSACHUSETTS / AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

~~ARTHUR R. OSBURN~~

EXECUTIVE VICE PRESIDENTS

~~JOSEPH M. LYDON~~
~~JOSEPH C. FAHERTY~~
~~JAMES FARMER~~

SECRETARY-TREASURER

~~ROBERT J. HAYNES~~

17

VICE PRESIDENTS

RICHARD ABDOW - *left message* "no - u/B
RONALD ALMAN - *left message* yes
EDWARD F. BURKE JR. - *yes*
ARTHUR BUTLER - *no*
CIRO L. CARDINAL - *left message* yes
LINDA R. CHIGAS - *no* - u/B
THOMAS CHIRILLO - *left message* - no - u/B
JANET CIEJKA - *left message* - no - u/B
EDWARD W. COLLINS JR. - *no* - u/B
JOHN P. CONLEY -
JOSEPH A. DART - *left message* no
NICHOLAS DIMITROPOULIS - *no* on UAC
CHARLES D'OROSA - YES
PAUL L. DEVLIN - *no* - u/B
JACK DONAGAN - *left message* yes
RONALD A. FERRIS -
WILLIAM J. FOLEY - *no* - u/B
WILLIAM F. IRVIN - *left message* .
JOSEPH W. JOYCE -
THOMAS P. KERR - *left message* NO u/B
DONALD J. LEAHY -
DICK LeBLANG - *yes*
KEVIN MAHAR - *left message* yes
CHARLES McDEVITT - *ill?*
NANCY MILLS - *left message* yes
A. MICHAEL MILLANE - *yes*
HERBERT OLIVIERRE - *left message* .
JOHN PHINNEY - *yes* *left message* .
SYNTHIA RODRIGUES - *yes*
TONY ROMANO - *no* - Person litg. no
JOHN F. SIMMONS - *left message* yes
DOROTHY THOMAS -
CHARLES E. THOMPSON - *yes*
BARNEY WALSH -
MANNY WILLIAMS - *yes*

MASSACHUSETTS / AFL-CIO



EDWARD M. KENNEDY, MASSACHUSETTS, CHAIRMAN
E PELL, RHODE ISLAND DRRIN G. HATCH, UTAH
J M. METZENBAUM, OHIO NANCY LANDON KASSEBAUM, KANSAS
M. MATSUNAGA, HAWAII JIM JEFFORDS, VERMONT
STEPHER J. DODD, CONNECTICUT DAN COATS, INDIANA
JL SIMON, ILLINOIS STRDM TURMOND, SOUTH CAROLINA
JM HARKIN, IOWA DAVE DURENBERGER, MINNESOTA
BROCK ADAMS, WASHINGTON THAD COCHRAN, MISSISSIPPI
BARBARA A. MIKULSKI, MARYLAND

NICK LITTLEFIELD, STAFF DIRECTOR AND CHIEF COUNSEL
KRISTINE A. IVERSON, MINORITY STAFF DIRECTOR

United States Senate

COMMITTEE ON LABOR AND
HUMAN RESOURCES

WASHINGTON, DC 20510-6300

February 8, 1990

*Passed
out*

At the close of the Senate session in November, S. 1949, the Housing Trust legislation, passed by unanimous consent. The bill, which Senator Hatch and I sponsored, provides an opportunity for management and labor to negotiate trust funds addressing affordable housing- an important issue in our state.

As you know, in 1988, Boston Local 26 of the Hotel and Restaurant Employees International Union negotiated a creative new contract for a housing trust fund, under which employers would contribute 5 cents an hour for financial assistance for employee housing. But the contract includes a provision requiring an amendment of the Taft-Hartley Act to permit the trust to become effective.

No funds are required from Congress to make this trust fund a reality. All that is needed is permission under the Labor Management Relations Act to add housing trusts to education and child care trusts as permissible subjects of collective bargaining. The existing provisions of S. 1949 accomplish this in five words. It is not a major change in the labor laws.

Through the tireless efforts of Arthur Osborn of the state AFL-CIO and Domenic Bozzotto of Local 26, the Senate passed S.1949. However, there is a May 31st deadline in the contract to make the fund legal under the Taft-Hartley Act. Otherwise, the money will go to the regular union health and welfare fund. The House must act soon.

Chairman Bill Clay will soon be introducing the bill in the House. I urge you to cosponsor the bill. It is of vital importance to the members of Local 26 and the soaring housing costs they face.

For further information, please call Peter Rutledge or Gail Hubb with Chairman Clay (5-5768).

Sincerely,

Edward M. Kennedy



Passed out MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

February 13, 1990

DEAR TRADE UNIONIST:

SD

March 4, 1990 marks the anniversary of the Machinists strike against Eastern Airlines and their union busting Chairman, Frank Lorenzo. The rank and file IAM members have maintained their solidarity; nationwide 95% of the Machinists have refused to cross the line. In Boston, only two (2) of the three hundred plus strikers have scabbed.

This solidarity has taken its toll on Lorenzo's Texas Air Empire. Eastern and Continental have collectively lost 3 billion dollars in the last two years. Safety has dramatically declined with grand jury indictments expected against Eastern management shortly for falsification of federal safety records.

In order to demonstrate our solidarity with the IAM, a rally has been scheduled for the striker's one year anniversary. All trade unionists are urged to report to the Eastern Terminal at 1:00 P.M. on Sunday, March 4th. Please make every effort to show your local still supports the courageous Eastern strikers.

Together, we can begin the final push to remove Lorenzo once and for all from the Airline Industry.

In solidarity,

ARTHUR R. OSBORN
PRESIDENT

P.S. - The Machinists still need your help in a number of ways. (i.e.-Donations, on the picket line, by inviting them to speak to your Local Union) To be of assistance call (617) 569-0141 and ask for Bill Conley and/or Bob Turcotte.

PRESIDENT
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS
RICHARD ABDOW
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THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOULIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS

A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

• BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010

CAMPBELL & ASSOCIATES

PROFESSIONAL CORPORATION

TRIAL ATTORNEYS

REGULAR STAFF

P.O. Box 271

Wellesley, Massachusetts 02481

Ronald J. Campbell
David P. Linsky
John J. Bencich
John C. Caputo
John C. Crowley
James L. Brock
James Gormley
John J. Bateyman
Donald F. Legge
Hilary Folger
Robert Schaffer

Of Counsel
Amy Bloniarz
Susan E. McEwen

Ran

C

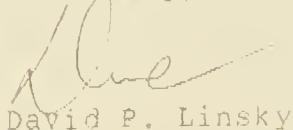
Feb. 27, 1986

RC & Spinney
12 Elmwood Road
Weston, MA 01760

I just wanted to thank you for all of the work that you did on my case on Saturday. I appreciate your assistance and I am very grateful to you.

Thank you again and I hope you have a great day.

Sincerely,


David P. Linsky

Our Attorneys are admitted to Practice in one or more of the following jurisdictions:
Massachusetts, New Hampshire, Maine, Rhode Island, Connecticut, New Jersey, Florida,
Illinois, Pennsylvania, New Mexico.

6172460284

FEB

5 '90 10:28

FROM ESM CORPORATE WAKE

TO 2272187

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EASYLINK 4055562A001 5FEB90 09:52/09:52 EST
VIA: 928239

TO: 68072315

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ZCZC 617436371@ FRB TDRN DORCHESTER MA 45 02-05 0953A EST
PMS MR ARTHUR OSBORNE. DLR
AFL-CIO RPT DLY MGM. DLR
8 BEACON ST
BOSTON MA 02108

BT

DEAR ARTHUR

CONGRATULATIONS ON LABORS VICTORY AT THE DEMOCRATIC CAUCUSES. ONCE AGAIN IT SHOWS WHAT WE CAN DO WHEN LABOR STANDS UNITED.

RICK ROGERS WAS A GREAT HELP TO LOCAL 103'S PROGRESS COMMITTEE. I LOOK FORWARD TO SEEING YOU IN SPRINGFIELD IN JUNE.

IN BROTHERHOOD

RICHARD P GAMING. BUSINESS AGENT LOCAL 103. IBEW
256 FREEPORT ST
DORCHESTER MA 02122

NNNN
0950 EST

w u
western union

Telegram



MASSACHUSETTS LABORERS' DISTRICT COUNCIL
of the Laborers' International Union of North America, AFL-CIO

674 Waverly Street
Framingham, Massachusetts 01701

Boston Telephone:
(617) 969-4018

Framingham Telephone:
(508) 879-4612



February 1, 1990

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

We are writing to you in behalf of Robert J. Waddick, Candidate for the vacant Senate Seat in the 5th Middlesex District due to the resignation of Carol Amick.

As you know, the Massachusetts Laborers' District Council represents over 30,000 members of the Laborers' International Union of North America, AFL-CIO including the Massachusetts Public Employee Council covering municipal employees throughout the Commonwealth of Massachusetts.

Bob has been associated with the Labor Movement all his life and is dedicated to the working man and woman's plight of today. He is an educated, bright young man who has been and always will be a "Friend to Labor".

The Massachusetts Laborers' District Council strongly supports his candidacy for this vacant seat in the 5th Middlesex District and would be most appreciative if your Organization would join us in our support for Robert J. Waddick.

Faternally,

PAUL J. McNALLY
Business Manager

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



February 9, 1990

Executive Council Members

Lane Kirkland
President
Thomas R. Donahue
Secretary-Treasurer
Albert Shanker
Edward T. Hanley
Angelo Fosco
William H. Wynn
John DeConcini
Wayne E. Glenn
Joyce D. Miller
John J. Sweeney
James E. Hatfield
Richard I. Kilroy
Vincent R. Sombrotto
Gerald W. McEntee
William H. Bywater
Marvin J. Boede
Owen Bieber
John T. Joyce
Lynn R. Williams
Morton Bahr
Larry Dugan, Jr.
Robert A. Georgine
Milan Stone
Gene Upshaw
Jay Mazur
Lenore Miller
Jack Sheinkman
John J. Barry
Sigurd Lucassen
William J. McCarthy
Susan Bianchi-Sand
Moe Biller
George J. Kourpias
John N. Sturdivant
Richard L. Trumka

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Trade Unionist:

During November 1989 you may have received a solicitation from the United Paperworkers International Union requesting state action on anti-strikebreaker legislation. The letter, which was signed by George O'Bea, Vice President of the UPIU, included copies of pending federal legislation. This matter was recently called to our attention by several state federations who appropriately were seeking guidance on this matter.

Unfortunately, we had no knowledge of the UPIU request prior to its being sent to state federations. Moreover a new federal anti-strikebreaker bill, the parameters of which have been under discussion, has now been introduced in Congress as H.R. 3936, by Representative Bill Clay (D-MO).

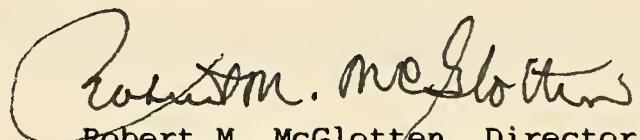
Since this controversial matter is one whose proper legislative remedy resides in the U.S. Congress rather than the state legislatures, this letter is to advise all state federations to take no action at this time on the UPIU request. At the appropriate time we will advise you of the status of this legislation and how you can help advance it in the Congress.

On a related matter we have also been advised by at least two state federations that representatives of the Motor Vehicle Manufacturers Association have been contacting our state affiliates regarding support for pending legislation to amend the Clean Air Act. This legislation is highly complex. Moreover a number of our affiliated unions have a variety of concerns and positions on the pending bills. Therefore we again would ask that you take no action unless requested to do so by our office.

-2-

In closing we are grateful to the state federations who called these matters to our attention. In the future, please continue to verify with this office the appropriateness of any legislative action requested of your office on federal issues including those from international and local unions. Your assistance in this regard is greatly appreciated and it will guarantee the AFL-CIO speaks with one voice on Capitol Hill.

Sincerely,



Robert M. McGlotten
Robert M. McGlotten, Director
DEPARTMENT OF LEGISLATION



JOEL M. PRESSMAN
Commissioner

The Commonwealth of Massachusetts

Department of Industrial Accidents

600 Washington Street
Boston, Mass. 02111

To: All Interested Applicants

From: William F. Russell, Deputy Director/Office of Safety
Department of Industrial Accidents

Date: January 31, 1990

Re: Office of Safety's Occupational Safety and Health Education
and Training Program's Fiscal Year 1991 Request for
Proposals (RFP)

The Department of Industrial Accident's Office of Safety will be releasing the "Occupational Safety and Health Education and Training Program" RFP for fiscal year 1991 on March 1, 1990.

The objective of this program is to promote safe and healthful conditions in the workplace by awarding funds to eligible applicants who submit proposals designed to provide preventive education or training in occupational safety and health to employees and/or employers who are within the Commonwealth and are covered by the Massachusetts Workers' Compensation Law (M.G.L. Chapter 152). Complete instructions, criteria for evaluation and submission date will be detailed in the RFP.

Anyone who is interested in receiving a copy of the "FY'91 RFP" should send a request in writing prior to March 1, 1990. Please include your name, organization's name and complete mailing address and send it to:

Department of Industrial Accidents
600 Washington Street
Boston, MA 02111
Attn: William F. Russell, Deputy Director
Office of Safety

If you would like more information about this program or the RFP please contact me or Davida Andelman at 617-727-4900, ext. 377 or 279.



Professional Fire Fighters of Massachusetts

130 Bowdoin Street, Suite 710, Boston Massachusetts 02108
Tel. 523-4506—523-4507 Fax 523-5312

President

ROBERT B. McCARTHY
71 Bromfield St.
Watertown, Mass. 02172
Telephone 923-1899

Secretary-Treasurer

PAUL M. LESTAGE
110 Brigham St.
New Bedford, Mass. 02740
Telephone 996-6874

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JOHN T. ROCCA
HAROLD S. BRUNELLE

Historian:

JOSEPH J. CANTALUPA

January 31, 1990

Edward F. Boyle, S.J.
The Labor Guild, Archdiocese of Boston
883 Hancock St.,
Boston, MA 02170

Dear Reverend Boyle:

This letter is in reference to the latest awards presented to a recipient of the 1989 winners of the Cushing-Gavin Awards in December, 1989.

At a monthly union meeting of the Professional Fire Fighters of Massachusetts, held in Worcester, MA., on January 19, 1990; the over 450 delegates in attendance unanimously passed a motion requesting that I send the Labor Guild a letter stating our displeasure to the Labor Guild honoring a Mr. Arthur Murphy, Esq.

Mr. Murphy is a management attorney, who represents communities at the bargaining table opposite many of our locals. Our members believe his philosophies and actions are diametrically opposite to the objectives of organized labor and the Labor Guild.

The decades of the eighties were extremely difficult for organized labor and the nineties do not appear to be much better. We will have to fight with every bit of strength and energy in order to place union members on a higher plane of skill and efficiency.

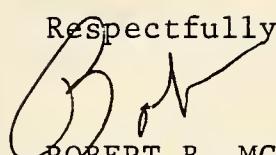
It is time for labor to band together in unity not honor our adversaries in difficult times.

I respectfully request that you distribute this communication to the selection committee and the Board of Directors.

We would be more than happy to sit down with you at any time if you would like to discuss this subject matter further.

With best regards, I remain

Respectfully,

A handwritten signature consisting of stylized initials "B" and "M" followed by a surname.

ROBERT B. MCCARTHY,
President

RBM:e

cc: Arthur Osborn, President, MASS-AFL-CIO

C.C. To: Dep't of Envir.

Mike Festa

State Senate
127 BOSTON ROCK ROAD
MELROSE, MA 02176
617-665-1684

February 8, 1990

Dear Arthur -

Thanks for giving me the opportunity to meet with you and discuss my candidacy for the State Senate.

I realize any decision regarding an AFL-CIO endorsement in this race will require careful reflection and consideration of many complex factors.

You know that I would be proud to have your support. I will use my best efforts in the coming weeks to convince you that I can beat this guy.

Thanks again for hearing me out. I sincerely appreciated your candor and fairness.

cc: Paul DePietro
J. Green

Yours truly,
Mike Festa

A CHOICE FOR A CHANGE



IUE LOCAL 239 AFL-CIO

43 KINSMAN STREET
EVERETT, MA 02149

15

8794612
Paul Merrill

Arthur
I called
him -

They apparently
it

January 25, 1990

At this
time
still negotiating

For me
Please
way
Coordinator

Bob

Arthur Osborn
Mass. AFL-CIO
8 Beacon Street
Boston, Ma. 02133

Dear Brother Osborn,

This letter is to inform you that Local 239 of the I.U.E., AFL-CIO is on strike. Local 239 is affiliated with the American District Telegraph Company, (A.D.T. Security Systems). Any support or assistance that you can grant us would be greatly appreciated. For any further information our business agent, Robert Pierce, can be contacted at 401-739-4652. Please notify all of your locals.

Fraternally,

William W. Wilder

President
Local 239

C
United States Senate

WASHINGTON, DC 20510

10 Park Plaza, Suite 3220
Transportation Building
Boston, MA 02116

January 29, 1990

Mr. Arthur R. Osborn
Massachusetts/AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

Enclosed please find a copy of a letter sent to The Honorable Edward J. Derwinski, Secretary of Veterans Affairs. I have the secretary to discontinue any business involvement with the S.S. Pierce company. It is my hope that the S.S. Pierce company can be brought back to the negotiating table workers.

I will continue to pursue avenues which will support the striking Teamsters members of Local 829. Please feel free to contact Chris Greeley from my Boston office at 617-565-8519 if you have any suggestions or comments.

Thanks
Note to
J. Kerry

Sincerely,
John F. Kerry
United States Senator

+
cc to Abbott

United States Senate

WASHINGTON, DC 20510

Transportation Building
10 Park Plaza, Suite 3220
Boston, MA 02116

January 10, 1990

The Honorable Edward J. Derwinski
Secretary of Veterans Affairs
Department of Veterans Affairs
810 Vermont Avenue
Washington, D.C. 20420

Dear Secretary Derwinski:

I am writing on behalf of Mr. Chester Abbott, Secretary-Treasurer Teamsters Local 829 and Arthur Osborn, President of the Massachusetts Chapter of the AFL-CIO.

Teamsters Local 829 is currently involved in a labor dispute with the S.S. Pierce Company, a division of Kraft Inc. The dispute centers around S.S. Pierce's replacing of the workers pension plan with one that reduces the company's contributions. My understanding is that the original pension plan is a product of over 20 years of collective bargaining and that workers have on many occasions passed up wage increases for pension benefits.

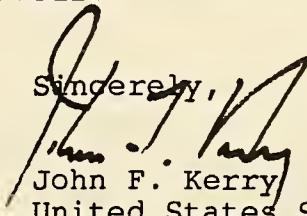
After a breakdown in negotiations, Local 829 voted to strike and S.S. Pierce retaliated by hiring permanent non-union replacements replacing 180 members of the Teamsters local.

I understand that a number of facilities of the Department of Veterans Affairs in Massachusetts utilize S.S. Pierce as a supplier of foodstuffs. Given the actions taken by S.S. Pierce in this dispute; actions that are not facilitating an equitable resolution of the issue in question, I respectfully request that the Department of Veterans Affairs refrain from purchasing food items from S.S. Pierce.

There are many other competitive institutional food wholesalers in Massachusetts. I feel confident that one could be identified to replace S.S. Pierce without additional cost or significant impact on service to the veterans community.

Thank you in advance for your cooperation in this matter
and I would appreciate being kept informed of any action taken by
the Department of Veterans Affairs.

Sincerely,



John F. Kerry
United States Senator



Social Democrats, USA

815 15th Street, N.W. / Suite 511
Washington, D.C. 20005
(202) 638-1515

Honorary Chairman
Sidney Hook

President
Donald Stalman

National Vice Chairmen

Velma Hill

Penn Kemble

Executive Director
Rita Freedman

National Committee

Harold Ash

Judy Bardacke

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Eric Chenoweth

Roger Clayman

Daniel M. Curtin

George Curtin

David Dorn

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Joel Freedman

Samuel H. Friedman

Eugene Glaberman

Albert Glotzer

Marguerite Glotzer

Norman Hill

David Jessup

Pat Jones

Dwight W. Justice

Tom Kahn

Adrian Karatnycky

Seymour Kopilow

Israel Kugler

Louis Leopold

George Lerski

Herbert Magidson

Henry Maurer

Bruce McColm

Morris Milgram

Bruce Miller

Meyer Miller

Max Mont

Emanuel Maravchik

Josh Muravchik

Irving Panken

Charles Perkel

Michael S. Perry

David Peterson

Arch Puddington

Joseph Ryan

Manuel Santana

Hugh Schwartzberg

Yetta Shachtman

Hugh Sheehan

Jessica Smith

Joan Suall

Helen K. Toth

Ruth Wattenberg

Richard C. Wilson

C
February 1990

Dear Brother:

Social Democrats, USA will be holding its National Convention at the Washington Court Hotel (525 New Jersey Avenue, N.W.) in Washington, D.C. on the weekend of March 23-25.

There are a number of sessions which should be of special interest to trade unionists and their friends. As one decade ends and we face a new century, it is important that we draw some conclusions that will help us shape a political environment more conducive to labor law reform, re-industrialization, adequate health care, and sufficient housing here at home, and to preserving America's economic strength and moral leadership abroad.

Tom Kahn, Director of International Affairs, AFL-CIO and Chairman of the League for Industrial Democracy, will make the keynote address that will begin our discussion of these issues. Gus Tyler, Assistant President of the International Ladies Garment Workers Union, will address the growing income gap in the United States over the past eight years.

At the Saturday luncheon, the Sam Fishman Labor Award will be presented to William Doherty, Jr., Executive Director of the American Institute for Free Labor Development, AFL-CIO. There will be a major panel discussion on the rise of social democracy in Eastern Europe. And the convention will consider resolutions on foreign and domestic policy issues of the day.

We hope that you and members of your staff can be with us for the Friday and Saturday sessions, which are open to the public. The proceedings begin at 6:30 P.M. on Friday evening, March 23 (with registration at 5:30 P.M.). On Saturday, the sessions start at 9:00 A.M. (with registration at 8:30 A.M.). The luncheon will begin at 1 P.M.

The enclosed material indicates the registration fees. The

National Advisory Council

Robert Alexander
Thomas R. Brooks
Sol C. Chaikin
Edward J. Cleary
Charles Cogen
Marjorie Merlin Cohen

Jeannette B. DiLorenzo
John J. Driscoll
Evelyn Dubrow
David Evanier
Sandra Feldman
Charles Gati

Frances Grant
Feliks Gross
John E. Haynes
Thomas Y. Hobart, Jr.
Sol Hoffman
Jiri Horak

Rachelle Horowitz
Ted H. Jacobsen
Jakub Karpinski
Walter Kirschenbaum
Irena Lasota
Leon Lynch

Jay Mazur
Joyce D. Miller
Vanni B. Montana
Cleo Paturis
Douglas W. Payne
Paul R. Porter

Ronald Radosh
John P. Roche
Edgar Romney
Paul Seabury
Albert Shanker
William Stern

Irwin Suall
Mary N. Temple
Jackson Toby
David Twersky
Lynn R. Williams
William Julius Wilson

price of \$150 per person includes a ticket to the convention luncheon on Saturday, March 24. Ten tickets cost \$1,500. Please register in advance by using the enclosed form.

We look forward to seeing you at what promises to be an important and interesting event.

Fraternally,

Don Slaiman

Don Slaiman
President

Rita Freedman

Rita Freedman
Executive Director

DS,RF/lc
encs.

NATIONAL CONVENTION
SOCIAL DEMOCRATS, USA

I enclose \$_____ for

_____ observer registrations

at \$150 per person.
(\$1500 for 10 tickets)

Observer Registration includes admission to
the luncheon reception on
Saturday, March 24th

The convention
will be held at
The Washington Court Hotel
Washington, D.C.
on
March 23-25, 1990

Name _____

Address _____

City _____ State _____ Zip _____

Please list the names of other
participants on the reverse side
of this card.

I regret that I cannot attend the SD National Convention.

Enclosed is my contribution of _____ to enable
student members of the Young Social Democrats to
attend.

Make checks payable to
Social Democrats, USA





C

MPDC
Massachusetts Product Development Corporation

William H. Fonvielle
Chairman

Samuel Leiken
President

January 26, 1990

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Happy New Year. It has been a while since we have talked, and I wanted to bring you up-to-date on MPDC.

As you recall, MPDC was dropped as a line item from the budget in FY90. Nonetheless we did manage to land on our feet by convincing the legislature to provide us with funding from two other state corporations, the Massachusetts Technology Development Corporation (MTDC) and the Massachusetts Industrial Finance Agency (MIFA).

Our argument to the legislature was that we have been so successful in investing in traditional manufacturing companies that we could do it as a private company if given time. As a result the legislature has authorized us to attempt to privatize MPDC. The enclosed summary describes the plan we have developed to bring private capital to the traditional manufacturing sector.

While the notion of privatizing public functions may be controversial in other areas, replacing public investment capital dedicated to traditional manufacturing with private dollars has many benefits. Our proposal will cost the state nothing. In fact, the state will receive the entire proceeds from MPDC's investments. The advantage of our proposal is that a state supported initiative becomes financed by private capital. Moreover, if we are successful, we shall have created a permanent financial institution to channel capital to traditional manufacturing.

Mr. Arthur R. Osborn
Page Two

Supporting traditional manufacturers also means supporting the jobs they provide, as well as generating revenues to the state. I think these are areas of interest to organized labor. I am interested in presenting our proposal to union pension funds, among others, for possible investment. I would like to get your reaction and help, if you are willing.

I shall give you a call to see when we can get together.

Sincerely,



Samuel Leiken

Enc.

THE NEW ENGLAND PRODUCT DEVELOPMENT PARTNERSHIP

AN ALTERNATIVE TO VENTURE CAPITAL

The New England Product Development Partnership (NEPDP), will be a ten year, \$10,000,000 limited partnership. Its purpose is to take advantage of investment opportunities in New England's traditional manufacturing sector by funding the post-prototype development and commercialization of new products of established companies. The objective of the partnership is to obtain a rate of return for the limited partners of 18-20%.

The partnership will make about 20 investments of about \$500,000 each in small to medium sized, traditional manufacturers. It will target companies with high margin products in niche markets. The partnership will receive a royalty on net sales of the product or product line it sponsors in return for reimbursing product development expenses directly related to that product. This unique royalty based investment structure assures earlier cash returns and eliminates the exit risk associated with equity only investments.

Historically the region's scarcity of natural resources has compelled the manufacturing sector to develop a tradition of innovation and a strong reliance on its skilled labor force in order to compete. New product development has been a characteristic response of the region's manufacturers to changes in the market environment, transforming declining industries into dynamic new ones. Examples include watchmakers transferring their skills to electronic assembly, technology for yarn spinning machinery adapted to manufacture coaxial cable, shoe stitching equipment manufacturers now making surface mount positioning tables, etc.

Recently, a whole new manufacturing economy has grown up next to the old line manufacturing economy developed in the late 19th century. A surprisingly small part of this innovative element can be traced to the "high tech" segment. In fact, most of the players in this new manufacturing segment are low tech. Their success is based on the application of technology in highly innovative ways to old industry.

Approximately 12,000 small, closely held, mainly family owned businesses exist in New England. There is substantial, untapped potential in this market. The typical NEPDP portfolio company will have chosen a product development strategy in response to change - be it new management (often a new generation); an anticipated change in market conditions or technology; or an opportunity to utilize excess capacity. Contrary to popular belief, many of these companies are managed by young entrepreneurs with engineering and educational profiles comparable to those of technology start-ups. They differ by having spent most of their careers in traditional manufacturing, often buying or taking over a small, family-owned business after having worked for a larger company in the same industry.

Although prudently and profitably managed, these firms are unlikely to have sufficient internal resources to finance the introduction of a new product. External financing sources are scarce. Banks are reluctant to lend more than short term working capital. Such companies are not likely to experience the high growth that would lead to a public offering. Since management is often reluctant to sell, they are not attractive to traditional venture capital investors due to limited exit opportunity. Nonetheless, many of them have the capacity to develop high margin products in niche markets where they are dominant. Indeed, it is their very presence in the market - their relationship with customers and their knowledge of the competition - that increases the prospects for a successful new product rollout.

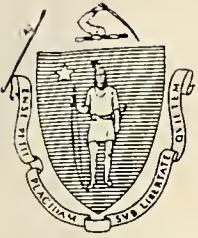
NEPDP's target investment firms offer experienced management, a presence in the market, manufacturing capability, and new products based on incremental improvements in existing technology. Consequently risk, although significant, is primarily associated with market acceptance of the new product.

Unlike the traditional venture capital strategy of seeking grand slam returns to compensate for the high percentage of losses, investing in small, traditional manufacturers demands a strategy of hitting singles and doubles while minimizing strikeouts. It must provide for a practical, high return exit without requiring the sale of the company. The art of investing in these companies lies in tying the return to the innovative, new products that benefit from the company's market access while avoiding involvement in the less dynamic, old-line products. A royalty based investment achieves the goals of both linking the investment to the most profitable element of the business and providing the investor with a cash exit.

The general partners of the partnership, Samuel Leiken and Laura Morrissette, are currently the president and portfolio manager respectively of the Massachusetts Product Development Corporation (MPDC), a state-funded, independently operated investment corporation, which serves as the prototype for this new, private fund.

For the past three years MPDC has been investing in the new products of small, traditional manufacturing companies and has \$1.91 million dollars under management and a portfolio of nine companies. Its specialized venture analysis capability has allowed MPDC to select promising investments from among the approximately one hundred fifty business plans it has received to date.

In its three years of existence MPDC has established itself in a market previously untouched by venture capital as the leading source of product development financing for small, traditional manufacturing companies in Massachusetts. NEPDP, however, will have a different strategy than MPDC. Unlike a state supported entity, which must be an investor of last resort, NEPDP will invest in the strongest manufacturers not the weakest. As a result, privatization will expand the market to more companies while simultaneously enhancing the potential for a high return.



C

MASSACHUSETTS WORKERS' COMPENSATION
ADVISORY COUNCIL
600 WASHINGTON STREET
BOSTON, MASSACHUSETTS 02111
(617) 727-4900 EXT. 378

LINDA L. RUTHARDT
CHAIRMAN
ARTHUR R. OSBORN
VICE-CHAIRMAN

STEVENS M. DAY
EXECUTIVE DIRECTOR

TO: Arthur Osborn
FROM: Steve Day *Steve*
DATE: January 23, 1990

The stated focus of "Managed Comp." is to see to the workers medical/financial needs, assist with recovery and return to a productive job. The intent is to do this in a timely manner by intervening at the outset. The premise is that the fundamental concept requires that there be a recognition that a human being has been injured.

The process incorporates safety and accurate/efficient reporting of accidents. The Tufts Plan, for example, can provide access to medical providers. The claim is managed with an intent to getting the employee the proper treatment and rehabilitation. The goal is to decrease accidents and for those that do occur , to lower the claim costs by trying to eliminate uncertainty and get the employee back to work.

I have enclosed some information on Tufts. I have also put in some information from Lynch-Ryan as well as a sheet that they assert shows their effectiveness. Some of the companies are union firms.

Injury Claims

Employer

Submits First Report within five days of employee losing five working days after an injury to the DIA, Insurer, and Employee. An employer who fails to file the First Report or files late is subject to a fine.

Insurer

Has fourteen days from receipt to decide whether to accept or deny the case. It may pay without prejudice for initially 60 days. The insurer must send a notice of acceptance along with check, or send a notice of denial with defenses. If an insurer fails to do one or the other within fourteen days, it may pay a penalty.

Employee

If insurer contests the payment of compensation benefits the employee files a claim with the Office Of Claims Administration, and a copy is sent to the insurer. This maybe done thirty days after alleged injury date.

Conciliation

The first stage in a contested case is called conciliation. A Conciliation session is to be held within 15 business days of the filing of the claim. The Conciliator tries to resolve the case and may issue a recommendation.

Conference

The Division of Dispute Resolution is to hold a conference within 28 days of receipt of the case. The Judge is to issue a conference order within seven days after the conferences conclusion.

Hearing

Any party who disagrees with a conference order can request a hearing. The request must be submitted within 14 calendar days of the conference order. The hearing is to be scheduled within 28 days. The Judge must issue a hearing decision within 28 days of the closing of the record in the hearing.

Review Board

If either party is dissatisfied, they may appeal the decision within 30 days to a three member Review Board.

Appeals

Cases may be further appealed to the Massachusetts Court of Appeal.

ESTIMATED TIMEFRAMES OUTER LIMITS

	Time From Injury
Injury	- Medical - Incapacity 5 calendar days - Notify employer ASAP
Employer	- File 1st Report within 5 days of 5 lost workdays - Send to DIA, worker, insurer
Insurer	- Pay/deny within 14 days receipt of 1st report - Send to DIA, employer, worker - May pay w/o prejudice for initial 60 days - notify after 53rd day if going to terminate- May agree to extend
Employee	- If deny - file claim - Send to DIA, insurer
The DIA	(1) <u>Conciliation</u> - 15 business days not resolved, refer to Dispute Resolution
	(2) <u>Conference</u> - w/in 28 days of referral Order - w/in 7 days of conference Appeal - w/in 14 days of filing of Order
	(3) <u>Hearing</u> - w/in 28 days of appeal Decision - w/in 28 days of the close of hearing (assume 1 day hearing - closes that day) Appeal - w/in 30 days filing of Decision
	(4) <u>Reviewing Board</u> - Decision - w/in 30 days of filing of appeal
	(5) <u>Appeals Court</u>
Lump Sum	- OEVR to schedule interview w/in 14 days of request - Send report to Reviewing Board



MASSACHUSETTS WORKERS' COMPENSATION

ADVISORY COUNCIL

600 WASHINGTON STREET

BOSTON, MASSACHUSETTS 02111

(617) 727-4900 EXT. 378

C
WIC
Committee
Folder
2-14-90
Meeting

LINDA L. RUTHARDT
CHAIRMANARTHUR R. OSBORN
VICE-CHAIRMANSTEVENS M. DAY
EXECUTIVE DIRECTOR

January 26, 1990

The Honorable Edward Lashman, Secretary
Exec. Office of Administration & Finance
Room 373
State House
Boston, Ma 02133

RE: Hiring Freeze on DIA Positions

Dear Secretary Lashman:

We would like to thank you once again for taking the time to meet with us to discuss the budgetary process. We recognize how crucial this budgetary process is to the fiscal climate for the state and how hard you and your staff have worked to address it.

We are concerned, however, over the continuing inability of the DIA to fill vacant slots because of what appear to be "flags" that are still in place despite your indicating you had been told they would be or had been removed. The fact that these positions are not funded directly by state revenues creates frustration in knowing that the vacancies do not decrease the deficit and contribute to the DIA's being unable to fulfill its mandate. We therefore respectfully request any assistance you might be able to provide to remedy this situation.

Very truly yours,

Linda L. Ruthardt
ChairArthur R. Osborn
Vice-Chair

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS



C

Executive Council Members

Lane Kirkland
President
Thomas R. Donahue
Secretary-Treasurer

Albert Shanker
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Milan Stone
Gene Upshaw
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Lenore Miller
Jack Sheinkman
John J. Barry
Sigurd Lucassen
William J. McCarthy
Susan Bianchi-Sand
Moe Biller
George J. Kourpias
John N. Sturdivant
Richard L. Trumka

January 12, 1990

MEMORANDUM

TO: Union Education Directors
FROM: Ed Czarnecki, Education Department
RE: UNION EDUCATION DIRECTORS' MEETING, FEBRUARY 21, 1990

The next meeting of the union education directors has been scheduled for **Wednesday, February 21st** in Conference Room A at the AFL-CIO Headquarters. The topic we would like to focus on is: "What's the Best Way for Education Departments to Meet the Educational Needs of Union Women". We are looking for presenters who support particular approaches -- those who emphasize special women's schools, those who incorporate programs within a broader educational context, those who operate within women's affairs departments, etc.; we would also be interested in presenters who do not favor conducting specialized women's training programs. As another possibility we would like to learn about any educational programs involving the training or the up-grading of women in non-traditional occupations or industries.

If you are interested in making a presentation at the February 21st meeting, either contact myself at (202) 637-5146 or Sue Coyne at 462-1400.

Since this is the first meeting of the Union Education Directors in 1990, we are asking those members of the Advisory Board and any other persons interested, to stay a few extra minutes after the program (3:00 p.m.) to give us suggestions of topics we may want to include for the rest of the year. I would also like to propose some additional or alternative approaches for getting information to union education directors.

EC/lc
opeiu#2 aflcio

January 16, 1990

TO: UNION EDUCATION DIRECTORS
FROM: Sue Coyne, GCIU
RE: UNION EDUCATION DIRECTORS MEETING

Attached, please find a copy of the minutes of the meeting was held on November 29, 1989. This was our fourth meeting and attendance was very poor. Originally, 16 people had indicated that they would attend, yet we ended up with more speakers than participants. While I understand last-minute changes in schedules, a phone call cancelling your attendance at the meeting would have been appreciated.

Three of our speakers flew down from New York City to discuss their literacy programs. If we had any prior notice of a low attendance, the meeting would have been postponed until January, 1990.

To prevent a reoccurrence of the November meeting, for this upcoming meeting in February we are asking that you fill out the Registration Form and mail it directly to the AFL-CIO Education Department, 815 16th Street, Northwest, Room 407, Washington, DC 20006.

-----REGISTRATION FORM-----

I will be attending the Feb. 21st meeting _____

I will not be attending the Feb. 21st meeting _____

Name: _____

Union: _____

Phone#: _____

Return to: AFL-CIO Education Department, 815 16th St., N.W., Room 407,
Washington, DC 20006.

UNION EDUCATION DIRECTORS MEETING
November 29, 1989

Chaired by: Susan Coyne, GCIU

TOPIC: "Union Literacy Programs"

Tony Sarmiento, HRDI

Reported on the current status of literacy within the society and corporate America.

1. Portrayed as a personal, not a systematic, problem.
2. Corporations are talking about literacy, but there is very little being done.
3. Work is occurring at companies with union employees.
4. Very little media coverage of literacy as a systematic problem. A majority of stories are "human interest."
5. Current federal budget for Adult Education is \$14 million dollars.
6. Newspaper/magazine ads are exaggerating the number of people who cannot read at all from 3-4 million (actual) to 60 million (ad). How should labor respond?
7. Literacy is in vogue. As the workforce includes less whites and more minorities, corporations are now focussing on the issue.
8. Union involvement with management is essential to the success of a project.
9. Programs such as UAW/Ford build on what the learner already knows; and recognize teachers and learners as equal partners in the learning process.

Tony announced that the guide Worker Centered Learning: A Union's Guide to Workplace Literacy will be available in early 1990.

The next presentation was by Ed Cohen-Rosenthal of the Bricklayers and Allied Craftsmen's International Union, who reviewed their current literacy program. The program is funded in part by a U.S. DOE grant.

1. Program was designed to be positive and make learning fun.
2. The program was established in NYC, Chicago and L.A., each with its own delivery system.
3. NYC uses the computer competencies program (CCP); Chicago uses literacy tutors; and Los Angeles uses videos obtained from Kentucky Education Television (KET).
4. BAC expectation of demand by its members has not been met as of now. The union is trying to determine why so few members have taken advantage of the program.

5. Everyone who enters the program must take an assessment test. The test is designed to measure high performance skills in the industry. While the test is difficult, it reflects the level of the skill the membership needs to attain.
6. Testing information is shared with trade instructors.
7. There are individual learning plans for program participants.
8. Sees a need for individual learning plans which respect individual needs and is counterbalanced with social support.
9. The BAC has applied for a new grant which, if available, will use study circles to improve literacy/basic skills.

Joe McDermott, IBT Local 237

Director of Consortium for Worker Education, New York City

1. Consortium offers three tracks: a) college degrees, BA, MS, thru the City University of NY; b) basic education and workplace literacy; and c) job training / development / placement.
2. The consortium fought for and won the rights to hire their own teachers, design course curriculum and do the paperwork for the NYS Board of Education.
3. Currently negotiating with the City University of New York on the criteria and course content for the Institute for Health and Human Services.
4. To obtain these rights it took the following: a) a number of unions, i.e., political power; b) a plan with specific ideas and steps; and c) strategy of autonomy, credibility and (?).
5. Labor should be going to school people with what we want and need, not vice versa.
6. Final piece of the puzzle would be to have our own college within a university. Own school system with state/local money to pay for it.

Tracy Gross, ILGWU

1. The ILGWU is part of the consortium.
2. ILGWU offers an 'English as a second language' program.
3. Program is in very high demand. Members can take any class which is offered.
4. Students determine their own needs.
5. Classes such as pattern-making have two teachers. One is a language teacher, the other a technical instructor.
6. Major problem is teacher training. Many instructors are part-time and are not adult educators by training.

General Discussion:

The ACTWU Workplace Literacy Project is now an integral part of the ACTWU Education Program.

This is consistent with ACTWU's education philosophy that basic education programs, literacy and language training are in fact, part of the scope of what has historically been termed as worker education.

The labor education community, in both its union and academic sectors, needs to generate a serious dialogue about how to incorporate these "so-called" literacy programs into the more conventional training programs for rank-and-file, officers and staff in trade unions.

These programs provide new immigrant workers and workers from racial, cultural and linguistic minorities with the opportunity to learn about the role and the contributions of trade unions to our society. Thus, it is imperative that education staff in unions play a more prominent role in reviewing and monitoring the curriculum and the instructional staff of these programs.

This is also an important step toward the development of a multi-cultural emphasis in the curriculum of many union education programs.

Those interested in discussing this issue further should contact Jose LaLuz at (212) 242-0700.

It was suggested that this topic be discussed at the 1990 UCLEA/AFL-CIO Education Conference.

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Jewish Labor Committee

25 East 21st Street • New York, N.Y. 10010-6297 • (212) 477-0707 • FAX (212) 477-1918
ATRAN CENTER FOR JEWISH CULTURE

יִדְעָנָר אַרְבָּשָׁעָת-קָהָמָתָן

January 11, 1990

Dear Brothers and Sisters:

The Jewish Labor Committee, working together with the Givat Haviva Institute (one of Israel's major centers devoted to Jewish-Arab understanding and cooperation within the State of Israel) has organized an intensive, two-week seminar in Israel for American trade unionists, especially those involved in human relations and community organizing.

This seminar is not a tour. Although we will be travelling to a number of sites within the State of Israel, our focus is on the relationships between Jewish and Arab citizens of the country and ways in which the trade union movement of Israel fosters positive inter-group relations.

An important aspect of this seminar is meetings with Israeli trade unionists, Jews and Arabs, city people and rural workers. During our seminar, we will meet with leading members of the Histadrut, Israel's General Federation of Labor, and with local labor councils in Jerusalem and Nazareth. We will meet leaders of Israel's political parties, and spend time at the Givat Haviva Institute. We will have a dialogue with Palestinian Arabs in Jerusalem, and explore relations between the diverse religious and ethnic communities throughout the State of Israel.

This seminar is also designed to provide an opportunity to share with our brothers and sisters within the Israeli trade union movement what we have learned about the role that unions can play in resolving ethnic conflict while strengthening the democratic nature of our community and society as a whole.

Our seminar will be held March 18 - April 2, 1990. The cost of the seminar, including roundtrip air fare from New York and all land expenses, is \$1,900. The deadline for applicants to reserve space is Friday, February 9, 1990.

We hope that you will designate one or more individuals from your union to participate in this important study tour.

Sincerely and fraternally,

Marty Bahr

Morton Bahr

Herb Magidson

Herb Magidson

Jay Mazur

Jay Mazur

Lenore Miller

Lenore Miller

Al Shanker

Al Shanker

Jack Sheinkman

Jack Sheinkman

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GERRY E. STUDDS
10TH DISTRICT, MASSACHUSETTS

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CAPE AND ISLANDS
146 MAIN STREET
HYANNIS, MA 02601
508-771-0666

January 9, 1990

Dear Mr. Osborn:

Thank you for sharing your views on rapidly rising home heating oil prices.

I can well understand your concern. As you know, during the December cold spell prices nearly doubled from previous levels. The oil industry blames the increase on the duration of the frigid weather, a shortage of reserves at the beginning of the winter, and accidents at oil refineries. Skeptics, however, attribute the price rise to industry manipulation.

To determine who is right, the Justice Department's anti-trust division will begin a preliminary inquiry into whether any illegal collusion or price fixing by the industry was responsible for the soaring prices. In addition, the House Energy and Power Subcommittee and the Senate Government Affairs Committee will be holding hearings in the near future. I should note that it is difficult to prove collusion, because heating oil is an unregulated commodity open to competitive pricing.

I fully support these investigations and hope that we can use information derived from them to prevent similar occurrences in the future.

Again, thank you for contacting me. Please feel free to keep in touch on the progress of action on this issue or on any other matter of concern.

With kind regards,

Sincerely,

Gerry E. Studds

Mr. Arthur R. Osborn
President, Massachusetts/AFL-CIO
8 Beacon Street
Boston, Ma. 02108



From the desk of

James M. Kelly

BOSTON CITY COUNCIL - DISTRICT TWO

725-3203

725-3452

Carol Geary
Chief of Staff

Paul J. Walkowski
Legislative Coordinator

Annmarie Geary
Secretary

January 16, 1990

The Honorable Raymond L. Flynn
The Mayor's Office
Boston City Hall
Boston, MA 02201

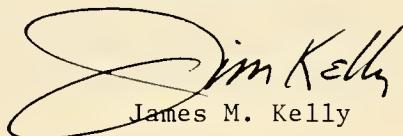
Dear Mayor Flynn,

I recently met with Ed Doherty of the Boston Teachers Union and Arthur Osborn of the Mass. A.F.L.-C.I.O. relative to the collective bargaining agreement that the school department and, I assume, representatives of your office negotiated with the B.T.U..

Both President Doherty and President Osborn are aware that historically I have not supported the school budget or any supplemental appropriations that have come before the council. Indeed, both are well aware that the chances of my supporting a three year \$89 Million contract are highly remote.

As much as I disagree with the contract however, I firmly believe that the issue should not be left in limbo. Therefore, I respectfully request that you resubmit an appropriation order to the Council so that public debate can be held.

Sincerely,



James M. Kelly

CC: Ed Doherty
✓ Arthur Osborn



815 Sixteenth Street, N.W., Suite 206
Washington, D.C. 20006
202-637-5334

C
January 12, 1990

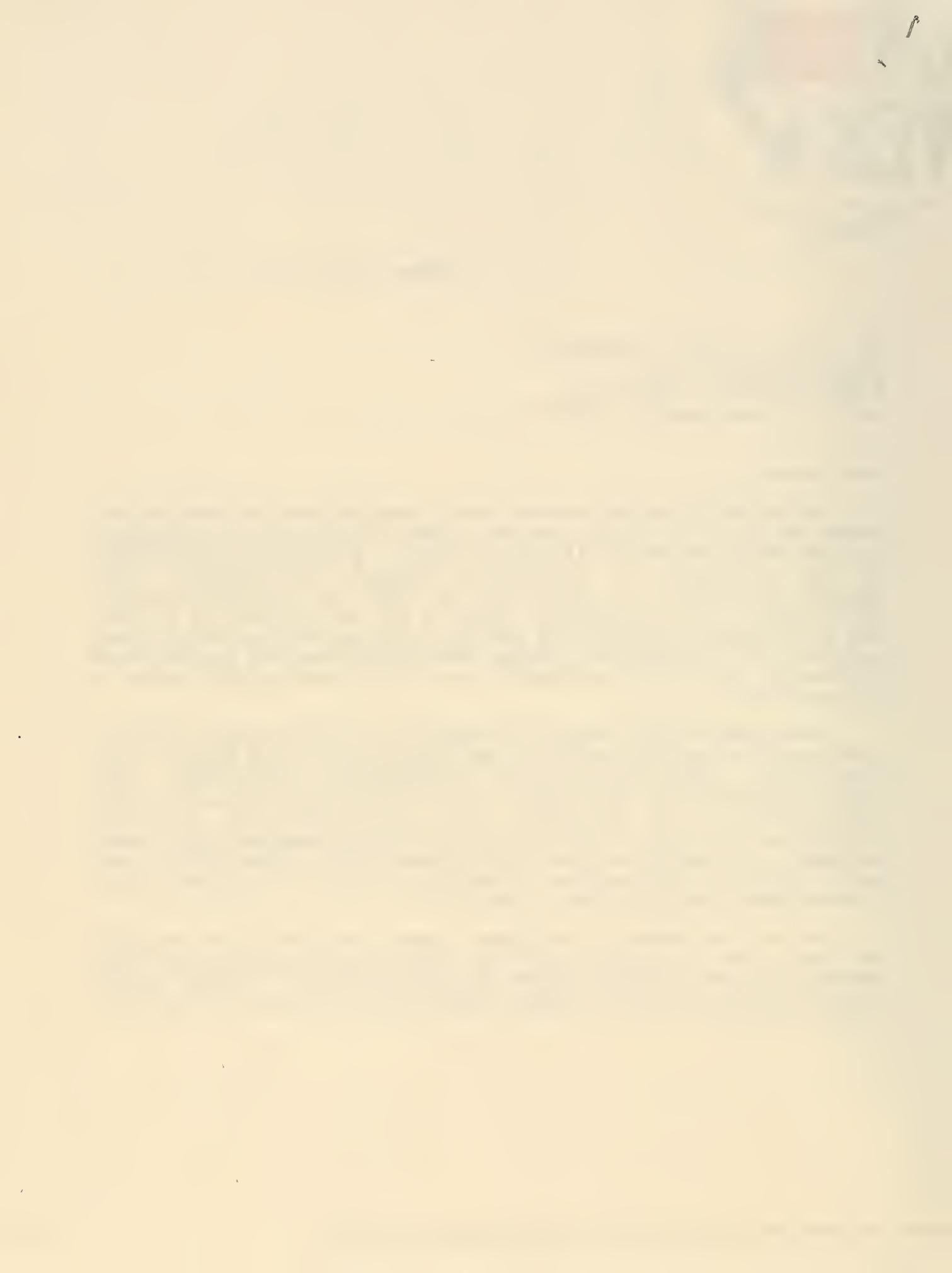
Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Arthur:

After nearly eight years of media work for the AFL-CIO and the Labor Institute of Public Affairs, I have submitted my resignation to take on a new and exciting challenge. I will be the Director of the American Film Institute's Cinetex International Film Festival and Market, a relatively new event held every September in Las Vegas. The assignment involves the development of a five-day conference, a jured film festival, an exposition and market, and a series of tributes to major stars and directors in the field of comedy. If we are successful, you'll be reading more about it in the press.

You know me well enough to recognize the bittersweet emotions I am experiencing upon departing an institution that I helped start and build. LIPA has been an extraordinary experience, both personally and professionally---in no small part because of the relationships I've developed over the years with committed colleagues like you, within the AFL-CIO, throughout the labor movement, in the press and in the television, advertising, and media production communities. Together, I think we've accomplished a great deal, and it's been a lot of fun.

As the new decade's challenges emerge and LIPA's new programs are set forth, I'm sure that Bill Wagner will continue to make advances in the important work of the Institute. I hope you'll give him the same quality support that made our efforts in the past such a success.



I will be based at the American Film Institute's campus in Los Angeles, starting in late January. I certainly hope that you will continue to call upon me if I can be of any assistance, or just to maintain the contact that has been so mutually enjoyable. I can be reached at:

**American Film Institute/Cinetex
2021 N. Western Avenue
Los Angeles CA 90027
#213/856-7600**

It's been a real pleasure knowing and working with you. LIPA will continue to serve the media needs of the labor movement. And I'll have the memories and lessons of a great eight years to nurture me in my new endeavors.

Warmly,



Nick DeMartino

ND/jml
opeiu#2
afl-cio

United States Senate

WASHINGTON, DC 20510

January 16, 1990

Mr. Arthur R. Osborn
President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

Thank you for your letter concerning the dramatic escalation in home heating oil prices. I appreciate hearing from you on this matter of grave and mutual concern.

Unprecedentedly low temperatures this winter and the shocking rise in home heating oil costs have created a double-barreled problem for citizens in Massachusetts and throughout the Northeast. A doubling in the price of home heating oil has placed an intolerable burden on family budgets, no matter how well planned. A supply shortfall would produce a major public safety crisis.

I have called upon Energy Secretary Watkins to take whatever steps are necessary to ensure the adequacy and affordability of the region's home heating oil supplies and to report to Congress when it reconvenes on the specific measures he has taken.

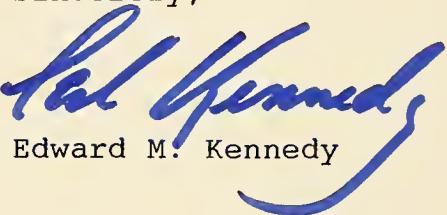
It seems clear that the current crisis could have been avoided--crude oil supplies are ample and prices have remained relatively stable. The shortages of home heating oil, which have resulted in extraordinarily high prices in the spot market are a result of a massive failure of foresight. Buffer stocks were inadequate and press reports suggest that refinery capacity has been misallocated. Consequently, I have also asked the Secretary to consider and recommend permanent measures designed to assure that this situation never arises again. Measures that should be considered include requiring minimum levels of buffer stocks, the authority to review production levels, and the authority to allocate supplies on a regional basis.

While the situation is difficult for all families, it is especially painful for those on moderate and fixed incomes. The federal Low Income Fuel Assistance Program provides an important safeguard for these families. I have joined a number of my colleagues in writing to President Bush, urging him to reconsider his recent proposal to cut the funding of this program by

twenty-five percent. And when Congress reconvenes, we will take further steps to ensure that resources from this program are adequate and that this vital lifeline is not broken.

Again, thank you for writing.

Sincerely,


Edward M. Kennedy

Return
Note in thanks for
say thanks for
immediate action

C

PHILIP A. WHEELER

DIRECTOR

REGION 9A UAW

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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

OWEN BIEBER, President

BILL CASSTEVENS, Secretary-Treasurer

C C Rich
20

January 12, 1990

Arthur Osborn, President
MA State AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Art:

This is to inform you that effective immediately Thomas Harrison has been appointed Sub-Regional Director of the Dedham, MA office of Region 9A UAW.

Tom's activities, besides negotiations and administering the daily activities of the Dedham office, will include political activities. We would request that you communicate directly with Tom at the Dedham office.

We look forward to our continuing good relationships and cooperation.

Fraternally,

A handwritten signature in black ink that reads "Phil Wheeler". Below the signature, the name "Philip A. Wheeler" is printed in a smaller, standard font, followed by "Director" underneath.

PAW:AM
opeiu494

cc: Tom Harrison
Robert Haynes, Secretary-Treasurer MA State AFL-CIO



C

Boston City Council
Office of the President

January 26, 1990

Arthur Osborn
President
Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I wish to acknowledge receipt of your letter of January 24, 1990. As you probably already know, the Council voted unanimously to override the Mayor's veto with respect to Docket # 1066.

Sincerely yours,

A handwritten signature in cursive script that appears to read "Chris".

Christopher A Iannella

CAI/mam

